

LEAD WELL

KNOWLEDGE

TIME FRAME REFERENCE

SUMMARY

Each of us has a distinct way our brain has been created to do work. A lot of this is interests, intelligence, skill sets, etc. Yet a significant amount is also a preference in how the work is done. EX: timing of results, chaotic or systematized, and communication style. Time frame reference is one of the components that drives behavior and each of us has preferred timing on when we want results. It doesn't mean you can't learn to keep working if results will take longer, or to speed up a bit if your team may need results sooner than your preference. It simply is having the awareness to know that this can be what may be causing friction within your team.

REFLECTION

EX: I had worked really hard on a proposal and couldn't wait to show it to my boss. He seemed very impressed and excited and told me we would implement the proposal in the next year. I have a short time frame reference and thought he wasn't that excited about the idea. He had a very long frame time reference and thought the idea was so good it could be fast-tracked. There was a misunderstanding based on timing.

ACTIONABLE ITEMS

- Do you know if you are a short time frame reference person who prefers results within a couple years? Or perhaps 5 - 10 years on results. 10-15 years?
- Do you tend to be someone who is urging your team to go a little quicker? Or perhaps trying to help them slow down a bit?
- Do you think there are ever times of friction within your team based on timing preferences?